

City of Atlanta Salary & CPI Analysis

Please find attached a series of PRELIMINARY charts comparing growth in employee salary to CPI. These PRELIMINARY charts show that since 1999 numerous steps, COLA, and other bonus adjustments have kept employees in all classes (Sworn Police, Sworn Fire and General Employees) essentially above inflation. A similar analysis since 2004 shows much the same picture, though General Employees have fallen somewhat behind CPI during this period.

It is interesting to note that there are more salary increases over the last 10 years (many in fact) than public comment typically mentions. This analysis is marked preliminary because we anticipate further suggestions for data cuts and methodology changes as a broader group of employees and staff review the analysis. It is possible that these changes may alter the picture (and implications) somewhat, but we would be surprised if the general story of nominal growth of salary, changes. The data is included the attached document. This analysis uses a median employee class, though looking purely at junior or senior employees does not change the overall picture to the degree we have run those cuts thus far.

This analysis does not include changes in health care cost driven by increases in health coverage costs as these are incorporated in the CPI benchmark as well. The change in the share of percentage paid for by the City is footnoted and future versions may attempt to adjust for this issue. Please contact Duriya Farooqui, Deputy COO (dfarooqui@atlantaga.gov) with questions or input on the analysis.

1999-2009 Annual Salary Changes by Employee Type Compared to Change in Atlanta Urban Consumer Price Index (CPI-U Atlanta)

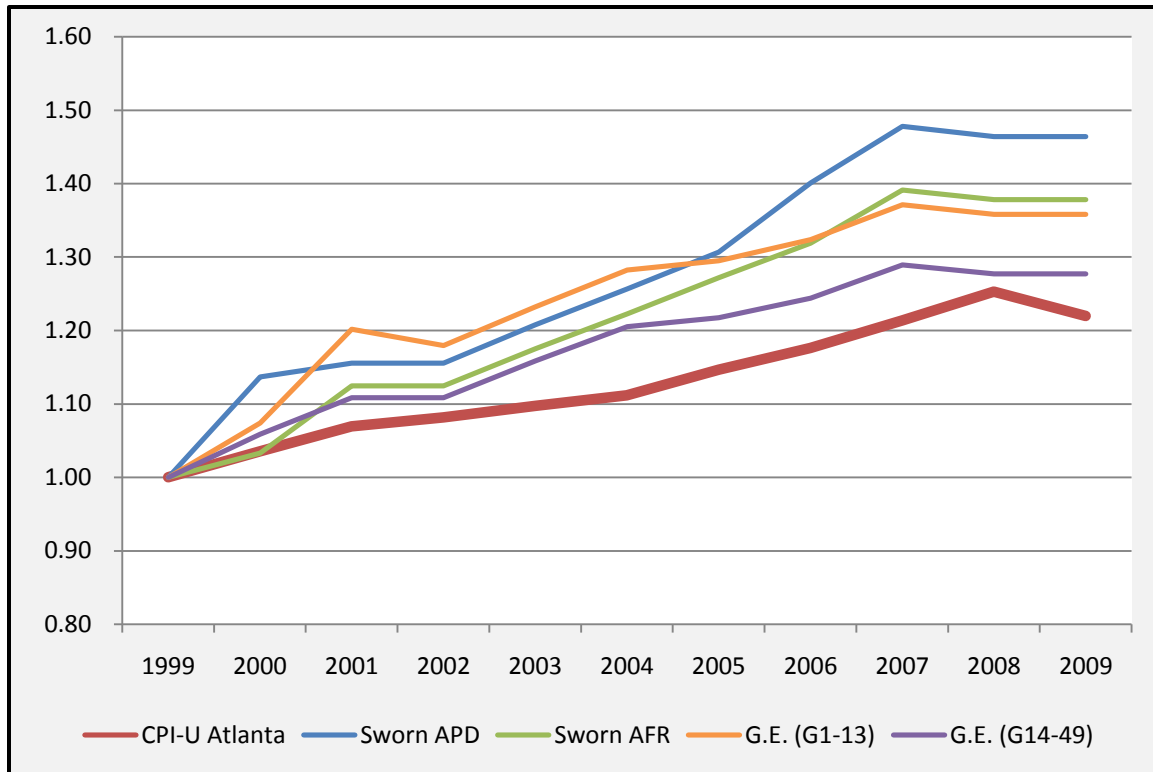


Figure 1. Annual Salary Changes by Employee Type compared to Change in Atlanta Urban Consumer Price Index Based in 1999

Data Sources

- CPI-U, Atlanta: US Department of Labor, Bureau of Labor Statistics; Series CUURA319SA0, CUUSA319SA0; Not seasonally adjusted; All items, Basis 1999=1
- Sworn APD: Department of Human Resources 17-year salary history (see Appendix 1); Department of Human Resources Salary Schedule (1999-2009); Basis 1999=1
- Sworn AFR: Department of Human Resources 17-year salary history (see Appendix 1); Basis 1999=1
- G.E. (G1-13 General Employee): Department of Human Resources 17-year salary history (see Appendix 1); Department of Human Resources Salary Schedule (1999-2009); Basis 1999=1
- G.E. (G14-49 General Employee): Department of Human Resources 17-year salary history (see Appendix 1); Department of Human Resources Salary Schedule (1999-2009); Basis 1999=1

Note

- Annual salary is based on a 2,080-hour work year, as a result, reduction in hours worked during the 6-month furlough in FY2009 (January 2009 to June 2009) does not affect the annualized calculations.

Detailed tables in backup data attachment

2004-2009 Annual Salary Changes by Employee Type Compared to Change in Atlanta Urban Consumer Price Index (CPI-U Atlanta)

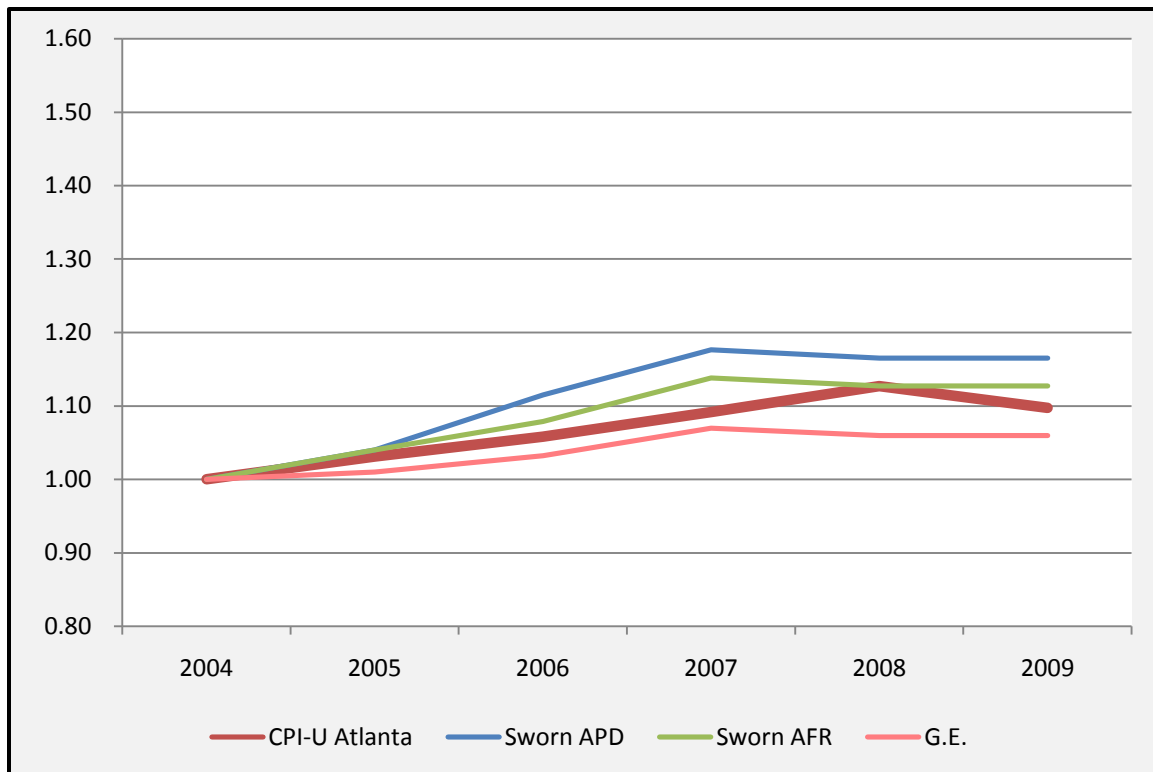


Figure 5. Annual Salary Changes by Employee Type compared to Change in Atlanta Urban Consumer Price Index Based in 2004

Data Sources

- CPI-U, Atlanta: US Department of Labor, Bureau of Labor Statistics; Series CUURA319SA0, CUUSA319SA0; Not seasonally adjusted; All items, Basis 2004=1
- Sworn APD: Department of Human Resources 17-year salary history (see Appendix 1); Department of Human Resources Salary Schedule (1999-2009); Basis 2004=1
- Sworn AFR: Department of Human Resources 17-year salary history (see Appendix 1); Department of Human Resources Salary Schedule (1999-2009); Basis 2004=1
- G.E. (General Employee): Department of Human Resources 17-year salary history (see Appendix 1); Department of Human Resources Salary Schedule (1999-2009); Basis 2004=1

Note

- Annual salary is based on a 2,080-hour work year, as a result, reduction in hours worked during the 6-month furlough in FY2009 (January 2009 to June 2009) does not affect the annualized calculations.

Detailed tables in backup data attachment

Appendix 1: 17-year Salary History (page 1 of 2)

YEAR	SALARY CHANGES		
	APD	AFR	GENERAL EMPLOYEE
1994	No change	No change	No change
1995	3.5% increment	3.5% increment	3.5% increment
1996	3.5% increment	3.5% increment	3.5% increment
1997	4% increase for (majors and below); 3.5% increment	3.5% increment	3.5% increment
1998	3.5% increment; 1% COLA	4% increase; 3.5% increment; 1% COLA	3.5% increment; 1% COLA
1999	\$2000 increase	\$2000 bonus	No change
2000	\$2000 increase; 3.5% increment; \$3000 retention incentive (5+ years of service)	\$2000 increase 3.5% increment	\$1200 increase 3.5% increment
2001	\$2000 increase; 3.5% increment	\$2000 increase; 3.5% increment	\$2000 increase & \$600 bonus (grades 1- 13); \$600 increase (grades 14-49); 3.5% increment

Appendix 1: 17-year Salary History (page 2 of 2)

YEAR	SALARY CHANGES		
	APD	AFR	GENERAL EMPLOYEE
2002	No change	No change	No change
2003	3.5% increment; sick leave bonus	3.5% increment; sick leave bonus	3.5% increment; sick leave bonus
2004	2% increase on 1/1; 2% increase on 7/1; sick leave bonus	2% increase on 1/1; 2% increase on 7/1; sick leave bonus	2% increase on 1/1; 2% increase on 7/1; sick leave bonus
2005	3% increase; 1% COLA; sick leave bonus	3% increase; 1% COLA; sick leave bonus	1% COLA; sick leave bonus
2006	1.5% increase; 3.5% increase (FY07); 2.2% COLA; sick leave bonus	1.5% increase; 2.2% COLA; sick leave bonus	2.2% COLA; sick leave bonus
2007 (FY08)	3.5% increment; 2% COLA; sick leave bonus	3.5% increment; 2% COLA; sick leave bonus	2.6% COLA (7/1); 1% COLA (1/1); sick leave bonus
2008 (FY09)	No change (six-month furlough)	No change (six-month furlough)	No change (six-month furlough)
2009 (FY10)	No change (furlough ended)	No change (furlough ended)	No change (furlough ended)

1999-2009 Salary Levels for Sworn Police Officers Compared to Change in the Atlanta Urban Consumer Price Index (CPI-U Atlanta)

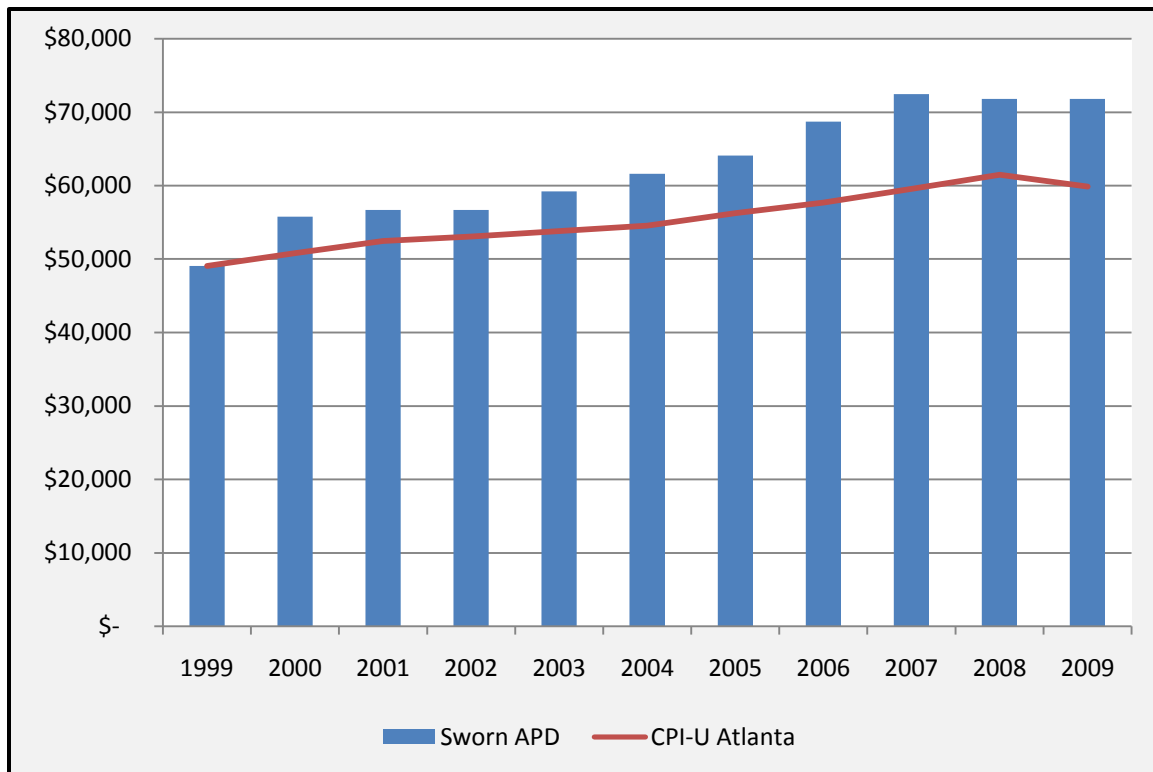


Figure 2. Salary Levels for Sworn Police Officers compared to Change in the Atlanta Urban Consumer Price Index Based in 1999

Data Sources

- CPI-U, Atlanta: US Department of Labor, Bureau of Labor Statistics; Series CUURA319SA0, CUUSA319SA0; Not seasonally adjusted; All items, Basis 1999=base salary of medium class employee
- Sworn APD: Department of Human Resource 17-year salary history (see Appendix 1); Department of Human Resources Salary Schedule (1999-2009); Base Salary=\$49,049 in 1999 for a P5S5 (Lieutenant); Salary structure changed to Open Range in 2007

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Note

- Retention bonus of \$3,000 awarded in 2000 for Sworn APD with 5-years of service
- Sick leave bonuses awarded in years 2003, 2004, 2005, 2006 and 2007
- Sick leave calculations based on:
 - o 13 days of annual sick leave
 - o Average usage of 3 days each year and average sick leave balance is 10 days
 - o 25% sick leave balance converted to bonus: 2.5 days = 20 hours (2.5 days x 8 hrs/day)

Detailed tables in backup data attachment

1999-2009 Salary Level for Sworn Fire Fighters Compared to Change in Atlanta Urban Consumer Price Index (CPI-U Atlanta)

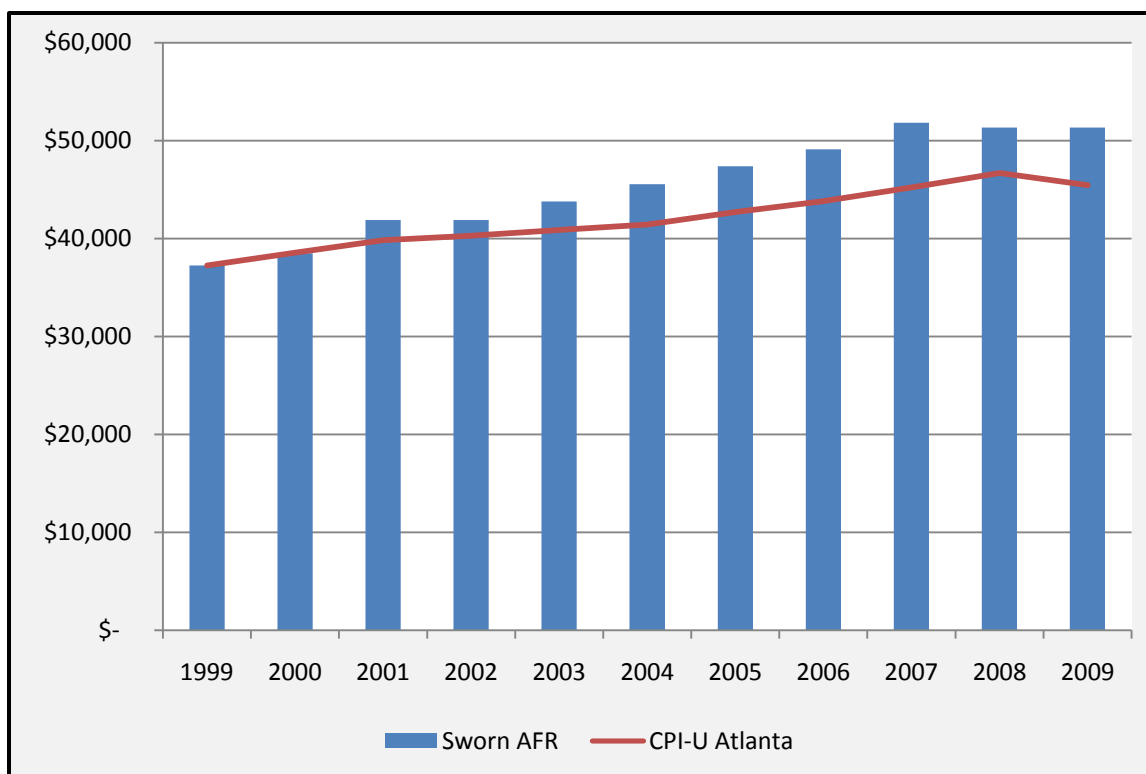


Figure 3. Salary Level for Sworn Fire Fighter compared to Change in Atlanta Urban Consumer Price Index Based in 1999

Data Sources

- CPI-U, Atlanta: US Department of Labor, Bureau of Labor Statistics; Series CUURA319SA0, CUUSA319SA0; Not seasonally adjusted; All items, Basis 1999=base salary of medium class employee
- Sworn AFR: Department of Human Resource 17-year salary history (see Appendix 1); Department of Human Resources Salary Schedule (1999-2009); Base Salary=\$35,255 in 1999 for a G14S5 (Fire Apparatus Operator)

Note

- Sick leave bonuses awarded in years 2003, 2004, 2005, 2006 and 2007
- Sick leave calculations based on:
 - o 13 days of annual sick leave
 - o Average usage of 3 days each year and average sick leave balance is 10 days
 - o 25% sick leave balance converted to bonus: 2.5 days = 20 hours (2.5 days x 8 hrs/day)

Detailed tables in backup data attachment

1999-2009 Salary Level for General Employees (G1-13) Compared to Change in Atlanta Urban Consumer Price Index (CPI-U Atlanta)

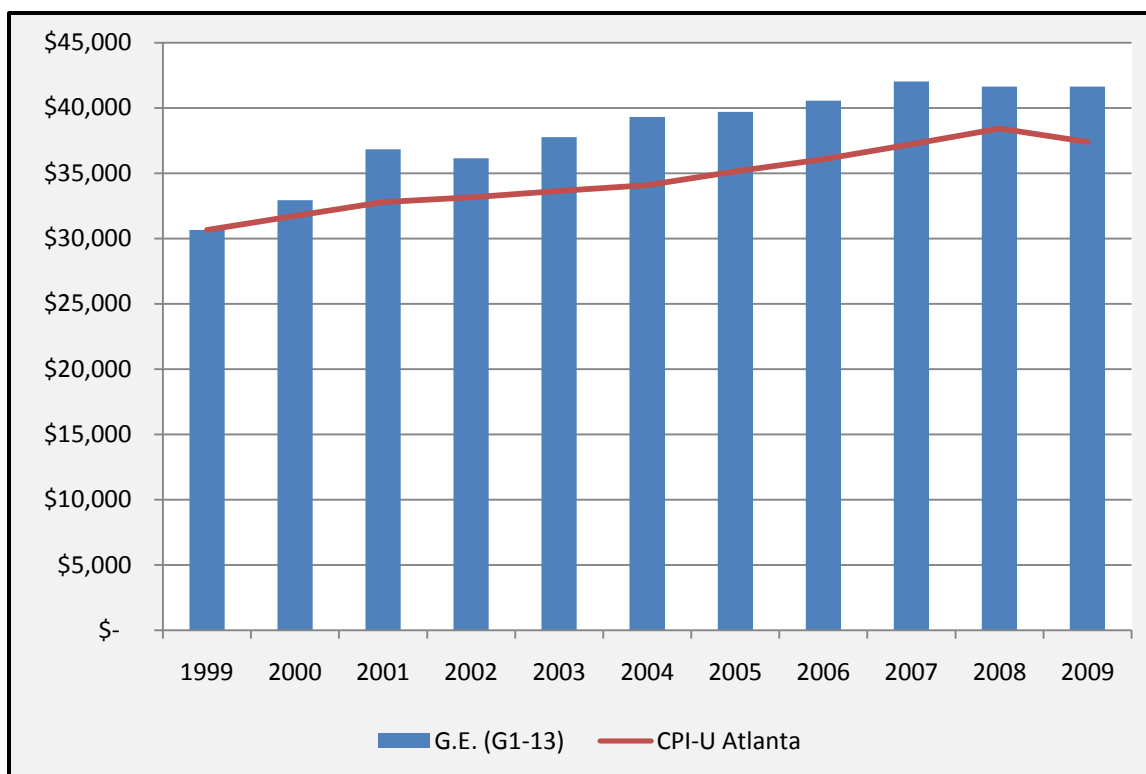


Figure 4. Salary Level for General Employees (G1-13) compared to Change in Atlanta Urban Consumer Price Index Based in 1999

Data Sources

- CPI-U, Atlanta: US Department of Labor, Bureau of Labor Statistics; Series CUURA319SA0, CUUSA319SA0; Not seasonally adjusted; All items, Basis 1999=Base salary of medium class employee
- G.E. (General Employees G1-13): Department of Human Resource 17-year salary history (see Appendix 1); Department of Human Resources Salary Schedule (1999-2009); Base Salary=\$30,659 in 1999, for G12S5 (Auto Technician Senior); Salary structure changed to Open Range in 2007

Note

- Sick leave bonuses awarded in years 2003, 2004, 2005, 2006 and 2007
- Sick leave calculations based on:
 - o 13 days of annual sick leave
 - o Average usage of 3 days each year
 - o Average sick leave balance is 10 days
 - o 25% sick leave balance converted to bonus: 2.5 days = 20 hours (2.5 days x 8 hrs/day)

Detailed tables in backup data attachment

1999-2009 Salary Level for General Employees (G14-49) Compared to Change in Atlanta Urban Consumer Price Index (CPI-U Atlanta)

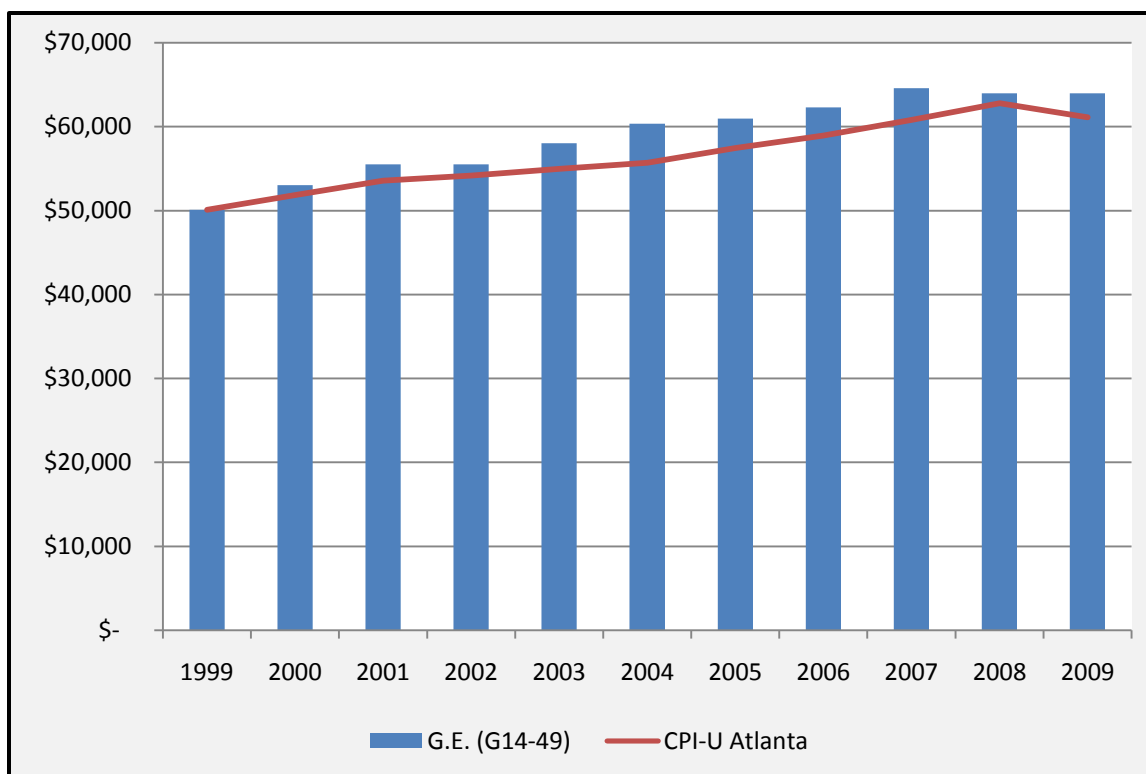


Figure 4. Salary Level for General Employees (G14-49) compared to Change in Atlanta Urban Consumer Price Index Based in 1999

Data Sources

- CPI-U, Atlanta: US Department of Labor, Bureau of Labor Statistics; Series CUURA319SA0, CUUSA319SA0; Not seasonally adjusted; All items, Basis 1999=base salary of medium class employee
- G.E. (General Employees G14-49): Department of Human Resource 17-year salary history (see Appendix 1); Department of Human Resources Salary Schedule (1999-2009); Base Salary=\$50,009 in 1999 for G24S5 (HR Generalist); Salary structure changed to Open Range in 2007

Note

- Sick leave bonuses awarded in years 2003, 2004, 2005, 2006 and 2007
- Sick leave calculations based on:
 - o 13 days of annual sick leave
 - o Average usage of 3 days each year
 - o Average sick leave balance is 10 days
 - o 25% sick leave balance converted to bonus: 2.5 days = 20 hours (2.5 days x 8 hrs/day)

Detailed tables in backup data attachment

2004-2009 Salary Levels for Sworn Police Officers Compared to Change in the Atlanta Urban Consumer Price Index (CPI-U Atlanta)

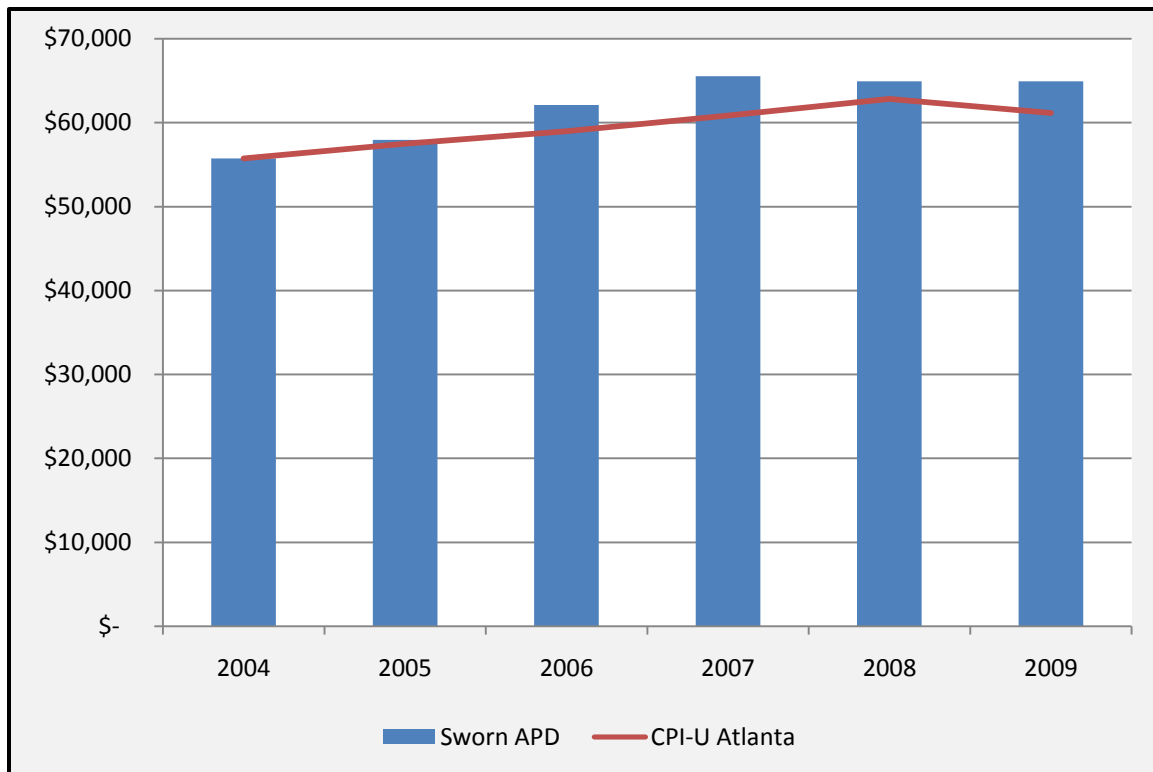


Figure 6. Salary Levels for Sworn Police Officers compared to Change in the Atlanta Urban Consumer Price Index Based in 2004

Data Sources

- CPI-U, Atlanta: US Department of Labor, Bureau of Labor Statistics; Series CUURA319SA0, CUUSA319SA0; Not seasonally adjusted; All items, Basis 2004=base salary of medium class employee
- Sworn APD: Department of Human Resource 17-year salary history (see Appendix 1); Department of Human Resources Salary Schedule (1999-2009); Base Salary=\$55,192 in 2004 for a P5S5 (Lieutenant); Salary structure changed to Open Range in 2007

Note

- Sick leave bonuses awarded in years 2004, 2005, 2006 and 2007
- Sick leave calculations based on:
 - o 13 days of annual sick leave
 - o Average usage of 3 days each year and average sick leave balance is 10 days
 - o 25% sick leave balance converted to bonus: 2.5 days = 20 hours (2.5 days x 8 hrs/day)
- 5-year retention bonus of \$3,000 not included in the chart

Detailed tables in backup data attachment

2004-2009 Salary Level for Sworn Fire Fighters Compared to Change in Atlanta Urban Consumer Price Index (CPI-U Atlanta)

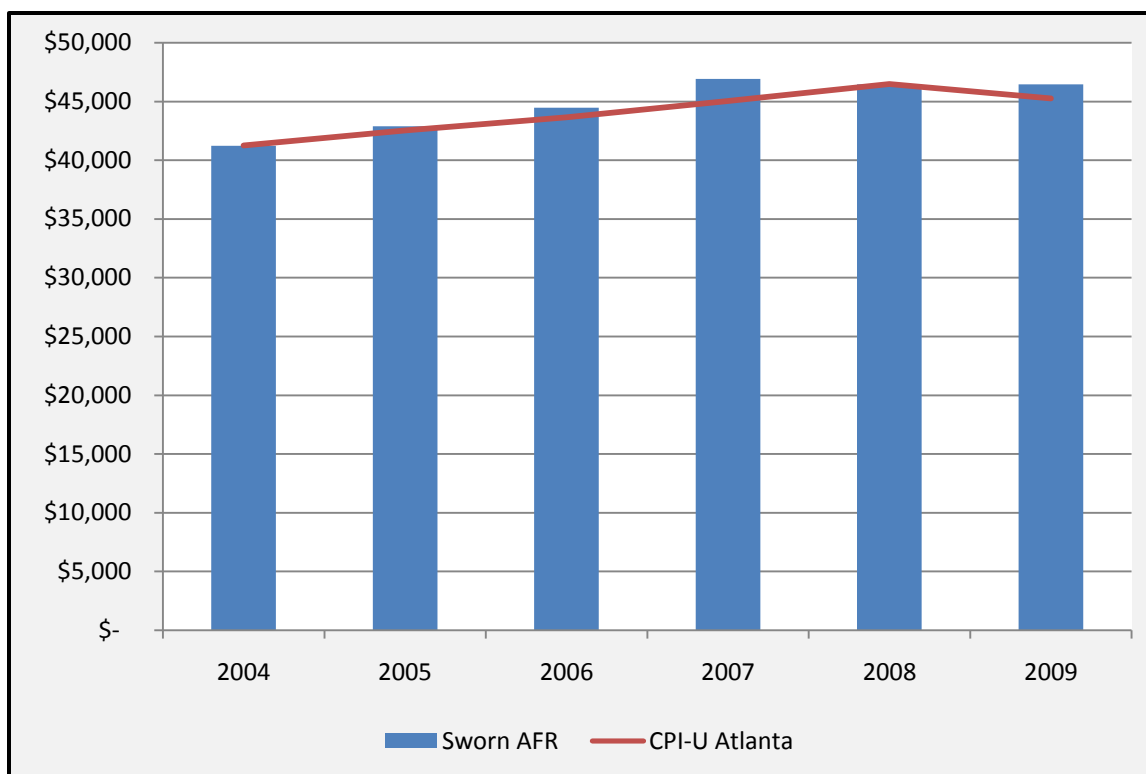


Figure 7. Salary Level for Sworn Fire Fighter compared to Change in Atlanta Urban Consumer Price Index Based in 2004

Data Sources

- CPI-U, Atlanta: US Department of Labor, Bureau of Labor Statistics; Series CUURA319SA0, CUUSA319SA0; Not seasonally adjusted; All items, Basis 2004=base salary of medium class employee
- Sworn AFR: Department of Human Resource 17-year salary history (see Appendix 1); Department of Human Resources Salary Schedule (1999-2009); Base Salary=\$40,841 in 2004 for a G14S5 (Fire Apparatus Operator)

Note

- Sick leave bonuses awarded in years 2004, 2005, 2006 and 2007
- Sick leave calculations based on:
 - o 13 days of annual sick leave
 - o Average usage of 3 days each year and average sick leave balance is 10 days
 - o 25% sick leave balance converted to bonus: 2.5 days = 20 hours (2.5 days x 8 hrs/day)

Detailed tables in backup data attachment

2004-2009 Salary Level for General Employees Compared to Change in Atlanta Urban Consumer Price Index (CPI-U Atlanta)

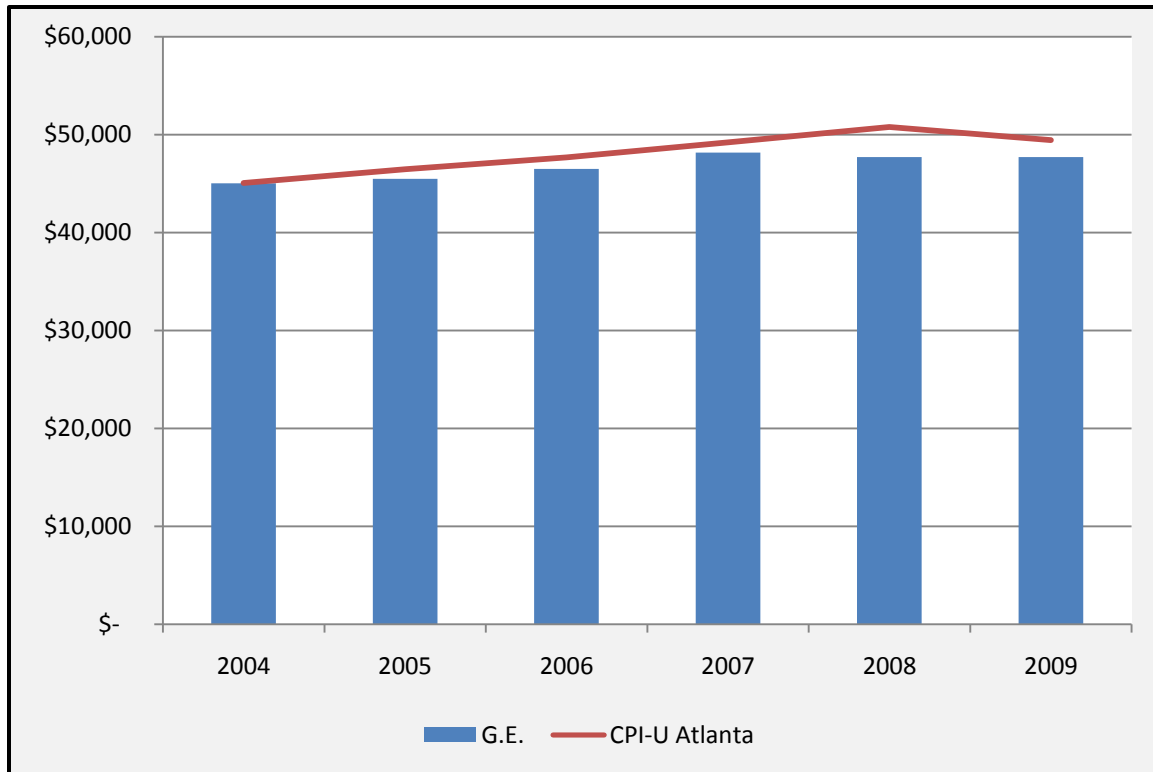


Figure 8. Salary Level for General Employees compared to Change in Atlanta Urban Consumer Price Index Based in 2004

Data Sources

- CPI-U, Atlanta: US Department of Labor, Bureau of Labor Statistics; Series CUURA319SA0, CUUSA319SA0; Not seasonally adjusted; All items, Basis 2004=base salary of medium class employee
- G.E. (General Employees): Department of Human Resource 17-year salary history (see Appendix 1); Department of Human Resources Salary Schedule (1999-2009); Base Salary=\$45,040 in 2004, average of G12S5 (Auto Technician Senior) and G24S5 (HR Generalist); Salary structure changed to Open Range in 2007

Note

- Sick leave bonuses awarded in years 2004, 2005, 2006 and 2007
- Sick leave calculations based on:
 - o 13 days of annual sick leave
 - o Average usage of 3 days each year and average sick leave balance is 10 days
 - o 25% sick leave balance converted to bonus: 2.5 days = 20 hours (2.5 days x 8 hrs/day)

Detailed tables in backup data attachment